

Submitted by
Austin Winslow



BIGGBY
COFFEE

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November 20, 2015

Mr. Wayne Schmidt
State Senator
P.O. Box 30036
Lansing, MI 48909

Dear Chairman Schmidt and Members of the Senate Commerce Committee,

As the Franchisor of BIGGBY COFFEE, with 172 cafés and 3,000 plus employees in the state of Michigan, I wish to express our strong support of Senate Bills 492 & 493, which will clarify the relationship between franchisees and franchisors. BIGGBY COFFEE is represented by its franchisees throughout the upper and lower great state of Michigan. Franchising is responsible for approximately 260,000 Michigan jobs and over \$21 billion in annual economic impact.

Passage of Senate Bills 492 & 493 will allow franchising to continue to grow in Michigan!

Thank you for your consideration.

Sincerely,

Robert Fish
CEO/Founder
BIGGBY COFFEE



Mark S. Schostak
Executive Chairman

TEAM Schostak Family Restaurants
17800 Laurel Park Drive North
Suite 200C
Livonia, MI 48152

248-357-6225
mschostak@schostak.com

September 23, 2015

The Honorable Wayne Schmidt
State Senator
P.O. Box 30036
Lansing, MI 48909

Dear Chairman Schmidt and Members of the Senate Commerce Committee:

As a franchisee for multiple brands, over 70 restaurants and 4000 plus employees in Michigan, I wish to express our strong support of Senate Bills 492 & 493, which will clarify the relationship between franchisees and franchisors. Franchising is responsible for approximately 260,600 Michigan jobs and over \$21 billion in annual economic impact.

Passage of Senate Bills 492 & 493 will allow franchising to continue to grow in Michigan.

Thank you for your consideration.

Sincerely,

Mark S. Schostak
TEAM Schostak Family Restaurants

27680 Franklin Road
Southfield, MI 48034
P: 248.223.9160



October 5, 2015

The Honorable Wayne Schmidt
State Senator
P.O. Box 30036
Lansing, Michigan 48909

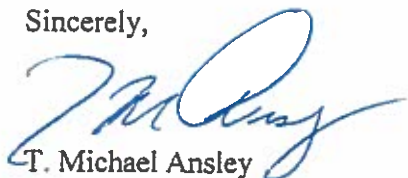
Dear Chairman Schmidt and Members of the Senate Commerce Committee:

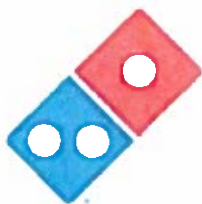
As a franchisee for multiple brands, with over 35 restaurants and 1800 plus employees in Michigan, I wish to express our strong support of Senate Bills 492 & 493, which will clarify the relationship between franchisees and franchisors. Franchising is responsible for approximately 260,600 Michigan jobs and over \$21 billion in annual economic impact.

Passage of Senate Bills 492 & 493 will allow franchising to continue to grow in Michigan.

Thank you for your consideration,

Sincerely,


T. Michael Ansley
President & CEO
Diversified Restaurant Holdings, Inc.



J. Patrick Doyle
President and Chief Executive Officer

September 23, 2015

Dear Chairman Schmidt,

I write today to ask for your support of Senate Bills 492 & 493. The bills clarify that a franchisor is not considered to be a "joint employer" of a franchisee or a franchisee's employees for the purposes of the chapter in existing law regarding employment discrimination, payment of wages, minimum wage, professional employer organizations, workers' compensation and workers' health and safety.

The franchise business model supports more than 260,000 Michigan jobs and nearly \$22 billion in annual economic output across more than 24,000 establishments and must be protected.

As you well know, the National Labor Relations Board's (NLRB) recent decision in Browning-Ferris Industries upended decades of precedent to change the NLRB's standard for determining whether two businesses are "joint employers" of certain workers. The NLRB overturned its clear bright-line test—to determine if a business entity retained direct and immediate control of the workers—in favor of a broad, ill-defined test that will find joint employment even where one company only has the ability to exert indirect or potential control over the terms and conditions of another company's employees.

According to the dissent, this new standard will "subject countless entities to unprecedented new joint-bargaining obligations that most do not even know they have, to potential liability for unfair labor practices and breaches of collective bargaining agreements."

Senate Bills 492 & 493 would correct the Browning-Ferris decision and restore the longstanding and unambiguous "joint employer" standard, which has allowed employers to develop business models that have led to increased flexibility, competitiveness, and growth.

I urge you to please support SB 492 & 493. If you are interested in discussing further, I would be more than happy to connect.

Sincerely,

**Mitra Enterprises dba Arby's
18338 Laraugh Nothville Mi 48168**

The Honorable Wayne Schmidt
State Senator
P.O. Box 30036
Lansing, MI 48909

Dear Chairman Schmidt and Members of the Senate Commerce Committee:

I am a franchisee of five ARBY's restaurants and have one hundred twenty five employees. I wish to express our strong support of Senate Bills 492 & 493, which will clarify the relationship between franchisees and franchisors. I am a independent business man who makes all pertinent decisions on my own. While our franchisor licenses their name to us and provides us with training the rest is up to us. Independence and self sufficiency is why I chose to go into business. To be treated as part of another entity would be an afront to all that I have worked to achieve.

Passage of Senate Bills 492 & 493 will allow franchising to continue to grow in Michigan. Thank you for your consideration.